



Joint Declaration of Protection

(for Dignity at Work and an Inclusive Working Environment)

The **Northern Ireland Civil Service (NICS)**

and

FDA

GMB

NIPSA

Unite

1. Have a strong and clear commitment to equality, diversity and inclusion. It is our commitment that all eligible persons shall have equal opportunity for employment and advancement in the Civil Service on the basis of their ability, qualifications and aptitude for the work. Everyone has a right to equality of opportunity and to a good and harmonious working environment and atmosphere where they are treated with dignity and respect.
2. Declare that we shall work together to ensure that our workplaces are harmonious and inclusive, where individual differences are valued and respected in line with the commitments provided for in existing policies and procedures, for example, [Equality, Diversity and Inclusion policy](#) and the [Standards of Conduct policy](#).
3. Will promote equality of opportunity and fair participation in employment for all persons and ensure that every employee has the right to work free from intimidation or harassment on the grounds of religious belief, political opinion, racial group, age, marital status, sexual orientation, sex, disability and persons with or without dependants.
4. Declare and fully accept that discrimination or victimisation in employment is unlawful and unacceptable. We are committed to ensuring that any discrimination or victimisation carried out by employees will be vigorously opposed and addressed by both the Civil Service and the trade unions.

5. Work proactively to ensure a good and harmonious workplace in which all persons are treated with dignity and respect. Prohibit the display of flags, emblems, posters, graffiti, or the circulation of any material or deliberate articulation of slogans or songs which are likely to give offence or cause apprehension to a particular group of employees.
6. Commit ourselves to take all reasonable steps to secure the protection of employees from intimidation or harassment by word or actions in the workplace.
7. Oppose any attempt to prevent the employment, continued employment or career development of any person in contravention of the legislation in Northern Ireland which prohibits discrimination on the grounds of religion, political opinion, race, ethnicity, gender, disability, age or sexual orientation.
8. Recognise that employees who believe that they have suffered any form of discrimination, harassment or victimisation are entitled to raise the matter through the agreed procedures. We are committed to introducing, maintaining and, as appropriate, revising agreed procedures. All complaints of discrimination will be dealt with seriously, promptly and confidentially. Every effort will be made to ensure that employees who make complaints will not be victimised. Any complaint of victimisation will be dealt with seriously, promptly and confidentially.
9. Recognise that breaches of Civil Service HR Handbook policies may be treated as misconduct, which could lead to the consideration of disciplinary action.

Review

This joint declaration and associated policies and procedures will be kept under review to ensure their effectiveness. The Civil Service will consult with trade unions and employees on any changes which may be required in the future.

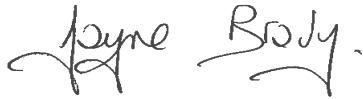
The Civil Service will:

- (a) issue this joint declaration to each member of staff, job applicant and other relevant parties (such as contract workers);
- (b) ensure that this joint declaration is prominently displayed in the workplace;
- (c) implement in co-operation with the trade unions, relevant training and educational initiatives designed to promote a harmonious and inclusive working environment, highlighting the importance of ensuring that unlawful discrimination has no place in the workplace;
- (d) incorporate specific and appropriate duties in respect of implementing this joint declaration into job descriptions and work objectives of all staff;
- (e) ensure that those who are involved in assessing candidates for recruitment or promotion are trained in non-discriminatory selection techniques;
- (f) incorporate notices promoting a harmonious and inclusive working environment into its general communications practices;
- (g) obtain commitments from other persons or organisations (such as subcontractors or agencies) that they too will comply with commitment outlined in this declaration in their dealings with our organisation and our workforce;
- (h) ensure that adequate resources are made available to fulfil the objectives outlined in this joint declaration.

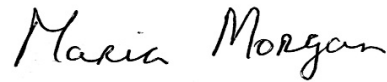
The Trade Unions will:

- (a) issue this joint declaration to each member in the Civil Service workplace;
- (b) implement in co-operation with the Civil Service, relevant training and educational initiatives designed to promote a harmonious and inclusive working environment, highlighting the importance of ensuring that unlawful discrimination has no place in the workplace;
- (c) incorporate specific and appropriate duties in respect of implementing this joint declaration into the responsibilities of all Civil Service Trade union representatives;
- (d) incorporate notices promoting a harmonious and inclusive working environment into its general communication practices;

(e) ensure that adequate resources are made available to fulfil the objectives of this joint declaration.



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**Signed on behalf of:
the Civil Service**



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**Signed on behalf of:
NIPSA**



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**Signed on behalf of:
FDA**



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**Signed on behalf of:
Unite**



Alan Perry, Senior Organiser

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**Signed on behalf of:
GMB**

Date: 12 January 2026